

**2014 FCC EEO Public File Report for Charter Communications  
12402 - CM Dakota Cnty MN**

***This Report Covers September 1, 2013 through August 31, 2014***

**Total Number of Full-Time Vacancies Filled During This Period: 3**  
**Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 22**

*Please see attached the Recruitment Source List that includes recruitment source contact information.*

**FULL-TIME VACANCIES FILLED**

State MN  
FCC Unit 12402 - CM Dakota Cnty MN

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1303161	Ad Account Executive I	Putnam County Job Fair	0	0
		Internal Career Portal	1	0
		External Career Portal	1	1
		Hero2Hired	0	0
		Direct Employers	0	0
		Asheville Area Chamber of Commerce Job Fair	0	0
		Middle Tennessee State University Fall Career Fair	0	0
		Tennessee State University Fall Career Fair	0	0
		Rasmussen College	0	0
		Ranken Technical College Job Fair	0	0
1303161 Total			2	1
1304525	Producer/Videographer I	Indeed.com	9	0
		Referral	3	1
		Internal Career Portal	0	0
		External Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
		Tennessee State University Fall Career Fair	0	0
		Urban League of Minneapolis	0	0
1304525 Total			12	1
1307153	Sales Support Coordinator	Indeed.com	2	0
		LinkedIn	1	0
		Referral	1	1
		Internal Career Portal	4	0
		External Career Portal	0	0
		Hero2Hired	0	0
		Direct Employers	0	0
		Asheville Area Chamber of Commerce Job Fair	0	0

1307153	Sales Support Coordinator	Urban League of Minneapolis	0	0
		University of Nevada-Reno Career Fair	0	0
<b>1307153 Total</b>			<b>8</b>	<b>1</b>
Grand Total			22	3

### RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career Portal	8413 Excelsior Dr., Suite 120	Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	5
External Career Portal	8413 Excelsior Dr., Suite 120	Madison, WI 53717	Mary Jane Grant	608-826-1410	NO	1
Direct Employers	<a href="http://www.directemployers.org/">http://www.directemployers.org/</a>				NO	0
Hero2Hired	<a href="https://h2h.jobs/">https://h2h.jobs/</a>				NO	0
Referral*					NO	4
Rasmussen College	130 Saint Andrews Dr.	Mankato, MN 56001	Career Center	507-625-6556	NO	0
Ranken Technical College Job Fair	4431 Finney Ave.	St. Louis, MO 63113	Janie Summber	314-286-3665	NO	0
Asheville Area Chamber of Commerce Job Fair	36 Montiford Ave.	Ashville, NC 28801		828-258-6114	NO	0
Middle Tennessee State University	1301 E. Main St.	Murfreesboro, TN 37132		615-898-2500	NO	0
Tennessee State University Fall Career Fair	3500 John Merritt Blvd.	Nashville, TN 37209		615-963-5981	NO	0
Putnam County Job Fair	One West First Street	Cookeville, TN 38501			NO	0
Indeed.com*					NO	11
Urban League of Minneapolis	2100 Plymouth Ave North	Minneapolis, MN 5541	Stephen Robinson	612-302-3136	NO	0
University of Nevada-Reno Career Fair	16664 North Virginia Street	Reno, NV 89557		775-682-9149	NO	0
LinkedIn					NO	1

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

\* The sources marked with (\*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

**Supplemental Recruitment Initiatives:**

#	Name	Date	Description
1	CTM Training	ongoing	Civil Treatment for managers training designed to provide managers / supervisors the knowledge to better understand fair employment, rights, and responsibilities
2	Effective Hiring and Selection Training	ongoing	Training to help leaders select the most qualified candidate for each position. It covers the principles of behavior based interviewing and how to review and analyze resumes and applications in a fair and consistent manner.
3	IT Training	6/3/14 - 6/6/14	Training for Technical Services associates to increase their job knowledge
4	Lynda.com Training	ongoing	online courses for creative services staff to increase their knowledge and skills